

## EVALUATION REPORT &amp; COUNSELING RECORD (E1-E6)

RCS BUREAU 1610-1

1. Name (Last, First MI Suffix) <b>VILLEGAS, JOHN B.</b>			2. Rate <b>HN</b>		3. Design		4. SSN [REDACTED]		
5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ <input type="checkbox"/> 265			6. UIC <b>00105</b>		7. Ship/Station <b>NBHC PORTSMOUTH</b>		8. Promotion Status <b>REGULAR</b>		
9. Date Reported <b>1 MAR 16</b>			10. Periodic <input checked="" type="checkbox"/> 11. Of Individual <input type="checkbox"/> 12. Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>		14. From: <b>11 JUL 16</b> To: <b>12 JUL 15</b>		15. Physical Readiness <b>PP</b>		
16. Not Observed Report <input type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>			19. Reporting Senior (Last, FI MI) <b>BALLARD, D W</b>		20. Grade <b>HMC</b>		21. Title <b>SEL</b>		
22. UIC <b>00105</b>			23. SSN [REDACTED]		24. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) <b>ADV LAB TECH</b> PRI: (8506) Advanced Laboratory Technician-17. Responsible for collecting and processing over 3,700 laboratory tests monthly. COLL: Regulated Medical Waste Disposal Coordinator-12, Material Safety Data Sheet Revision Coordinator-12, Command Assessment Team-12, Color Guard-12. Watch: COD-12. PFA: 11-2742-1.		25. Signature of Individual Counseled [Signature]		
26. For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet and sign 32.)			30. Date Counseled <b>15 FEB 12</b>		31. Counselor <b>IVES, J B. HMC</b>		32. Signature of Individual Counseled [Signature]		
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.									
PERFORMANCE TRAITS		1.0 Below Standards		2.0 Progressing		3.0 Meets Standards		4.0 Above Standards	
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application.		- Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements.		- Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time.		- Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction.		NOB <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	
34. QUALITY OF WORK: Standard of work; value of end product.		- Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources.		- Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently.		- Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources.		NOB <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.		- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.		NOB <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.		- Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Excellent personal appearance. - Excellent conduct consistently complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.		NOB <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work.		- Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility.		- Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility.		- Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs.		NOB <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	

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## EVALUATION REPORT &amp; COUNSELING RECORD (E1-E6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>VILLEGAS, JOHN B</b>		2. Rate <b>HN</b>		3. Desig		4. SSN <b>[REDACTED]</b>	
PERFORMANCE TRAITS		1.0* Below Standards		2.0 Progressing		3.0 Meets Standards	
38. TEAMWORK: Contributions to team building and team results.		-Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well.		-Reinforces others' efforts, meets commitments to team. -Understands goals, employs good teamwork techniques. -Accepts and offers team direction.		-Team builder, inspires cooperation and progress. -Focuses goals and techniques for teams. -The best at accepting and offering team direction.	
NOB <input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>	
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.		-Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices.		-Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Sets/achieves useful, realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment.		-Inspiring motivator and trainer, subordinates reach highest level of growth and development. -Superb organizer, great foresight, develops process improvements and efficiencies. -Leadership achievements dramatically further command mission and vision. -Persuades through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, maintains top safety record. -Continually improves the personal and professional lives of others.	
NOB <input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>	
40. Individual Trait Avg. total of trait scores divided by number of graded traits.		41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Use specific)		42. Signature of Rater (Typed Name & Grade): I have evaluated this member against the above performance standards and have awarded written explanation of marks 1.0 and 3.0.			
<b>3.57</b>		ASSIGNMENT IN SEA DUTY RATE		Date: <b>24 July 2012</b> <b>VACLAW R J, HM1 (FMF)</b>			
43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.							
<p>HN Villegas is a highly motivated Sailor, eager to take on challenging responsibilities!</p> <ul style="list-style-type: none"> <li>- Naval Branch Health Clinic Portsmouth Blue Jacket of the Quarter, 2nd Quarter 2012.</li> <li>- Performed over 40,000 laboratory tests on a diverse patient population. Supervised 10 personnel in proper laboratory procedures, collections, and the proper preparation and shipping procedures for 2,600 lbs of regulated medical waste, in accordance with OSHA guidelines with zero discrepancies. Organized and updated clinic MSDS that resulted in uniform documentation throughout NHCNE and aided with an outstanding score during the September 2011 College of American Pathologists (CAP) inspection.</li> <li>-Motivated instructor; used his superb technical knowledge to instruct six Seacoast college students and seven clinic staff members in proper phlebotomy techniques. Dedicated over 18 hours to leading and instructing nine personnel in proper color guard drilling and ceremony procedures, that resulted in the successful completion of over 30 military and community color guard ceremonies.</li> <li>- Equal Opportunity, Drafts and distributes a monthly command equal opportunity newsletter.</li> <li>- Command Volunteer; helped raise \$5,000 for the 2012 NBHC Portsmouth Hospital Corpsman Birthday Ball.</li> </ul> <p>HN Villegas is a hard charging Sailor already performing at the level of a Petty Officer.</p>							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.							
EDU: eight credit hours GBCE, 10 NKO courses, 12.5 CE credits. Awards: LOA, LOC BJOQ 2nd Quarter 2012. COM: five hrs Portsmouth soup kitchen, 32 hrs NOSC Manchester.							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/>
45. INDIVIDUAL	<input checked="" type="checkbox"/>				X		48. Reporting Senior Address NAVAL BRANCH HEALTH CLINIC ONE AYRES CIRCLE BLDG H-1 PORTSMOUTH, NH 03904-5000
46. SUMMARY	<input checked="" type="checkbox"/>	0	0	0	4	1	
49. Signature of Senior (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against the above performance standards and have provided written explanation to support the marks of 1.0 and 3.0.				50. Signature of Reporting Senior			
Date: <b>24 JUL 2012</b>				Date: <b>30 JUL 2012</b>			
51. Signature of Individual Evaluated: "I have seen this report, been apprised of my performance, and understand my right to submit a statement."				Summary Group Average: <b>3.37</b>			
I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/>				52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report			
Date: <b>30 JUL 12</b>				Date:			

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ADMINISTRATIVE REMARKS  
 NAVPERS 1070/613 (REV. 07-06)  
 S/N: 0106-LF-132-8700

SHIP OR STATION:

NAVAL BRANCH HEALTH CLINIC PORTSMOUTH, NH NAVAL HEALTH CLINIC NEW ENGLAND

SUBJECT:

☒ PERMANENT ☐ TEMPORARY  
 AUTHORITY (IF PERMANENT)

REMOVAL OF ADVANCEMENT RECOMMENDATION

13SEP12: RECOMMENDATION FOR ADVANCEMENT TO E-4/HM3 WITHDRAWN THIS DATE DUE TO PENDING  
 DATE FEDERAL CHARGES IN THE UNITED STATES DISTRICT COURT OF NEW HAMPSHIRE.

[Signature]  
 OIC SIGNATURE/DATE

"I have read the above and understand that my recommendation for advancement to E-4/HM3 has been withdrawn. I have further been informed of my rights to redress as provided under UMCJ, Article 138. I understand withdrawal of my advancement recommendation for E-4/HM3 is a permanent action for this advancement cycle, with no administrative recourse."

[Signature] 13SEP12  
 MEMBER'S SIGNATURE/DATE

WITNESSED: [Signature] 13SEP12  
 WITNESSES SIGNATURE/DATE

NAME (LAST, FIRST, MIDDLE)	SOCIAL SECURITY NUMBER	BRANCH AND CLASS
VILLEGAS, JOHN, BRYAN	[REDACTED]	USN

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13

## EVALUATION REPORT &amp; COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

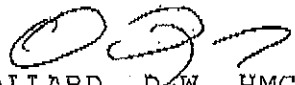
1. Name (Last, First MI Suffix) <b>VILLEGAS, JOHN B</b>			2. Rate <b>HN</b>		3. Desig		4. SSN <b>[REDACTED]</b>		
5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW <input type="checkbox"/> 265		6. UIC <b>00105</b>		7. Ship/Station <b>NBHC PORTSMOUTH</b>		8. Promotion Status <b>REGULAR</b>		9. Date Reported <b>11MAR15</b>	
Occasion for Report 10. Periodic <input type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Frocking <input type="checkbox"/> 13. Special <input checked="" type="checkbox"/>			Period of Report 14. From: <b>12JUL16</b> 15. To: <b>12SEP21</b>						
16. Not Observed Report <input type="checkbox"/> Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>			20. Physical Readiness <b>N</b>			21. Billet Subcategory (if any) <b>NA</b>			
22. Reporting Senior (Last, FI MI) <b>DAVIDSON, T A</b>			23. Grade <b>CAPT</b>		24. Desig <b>2900</b>		25. Title <b>CO</b>		
26. UIC <b>32185</b>			27. SSN <b>486-76-3885</b>						
28. Command employment and command achievements. Maintains medical readiness of afloat, ashore and visiting units. Provides accessible, high quality healthcare. Prevents illness and injury by promoting wellness and health. Deploys in direct support of overseas contingency and humanitarian operations.									
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) <b>ADV LAB TECH</b> PRI: (8506) Advanced Laboratory Technician-2.									
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet and sign 32.)			30. Date Counseled <b>12JUL15</b>		31. Counselor <b>BALLARD, D W</b>		32. Signature of Individual Counseled <b>[Signature]</b>		
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.									
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards				
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application.  NOB <input checked="" type="checkbox"/>	-Marginal knowledge of rating, specialty or job. -Unable to apply knowledge to solve routine problems. -Fails to meet advancement/PQS requirements.		-Strong working knowledge of rating, specialty and job. -Reliably applies knowledge to accomplish tasks. -Meets advancement/PQS requirements on time.		-Recognized expert, sought out by all for technical knowledge. -Uses knowledge to solve complex technical problems. -Meets advancement/PQS requirements early/with distinction.				
34. QUALITY OF WORK: Standard of work; value of end product.  NOB <input checked="" type="checkbox"/>	-Needs excessive supervision. -Product frequently needs rework. -Wasteful of resources.		-Needs little supervision. -Produces quality work. Few errors and resulting rework. -Uses resources efficiently.		-Needs no supervision. -Always produces exceptional work. No rework required. -Maximizes resources.				
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.  NOB <input type="checkbox"/>	-Actions counter to Navy's retention/recruitment goals. -Uninvolved with mentoring or professional development of subordinates. -Actions counter to good order and discipline and negatively affect Command/Organizational climate. -Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		-Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. -Actions adequately encourage/support subordinates' personal/professional growth. -Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. -Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.		-Measurably contributes to Navy's increased retention and reduced attrition objectives. -Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. -Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. -The model of achievement. Develops unit cohesion by valuing differences as strengths.				
36. MILITARY BEARING/CHARACTER: Appearance, conduct physical fitness, adherence to Navy Core Values.  NOB <input type="checkbox"/>	-Consistently unsatisfactory appearance. -Poor self-control; conduct resulting in disciplinary action. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		-Excellent personal appearance. -Excellent conduct conscientiously complies with regulations. -Complies with physical readiness program. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		-Exemplary personal appearance. -Model of conduct, on and off duty. -A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.				
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work.  NOB <input checked="" type="checkbox"/>	-Needs prodding to attain qualification or finish job. -Prioritizes poorly. -Avoids responsibility.		-Productive and motivated. Completes tasks and qualifications fully and on time. -Plans/prioritizes effectively. -Reliable, dependable, willingly accepts responsibility.		-Energetic self-starter. Completes tasks or qualifications early, far better than expected. -Plans/prioritizes wisely and with exceptional foresight. -Seeks extra responsibility and takes on the hardest jobs.				

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## EVALUATION REPORT &amp; COUNSELING RECORD (E1-E6) (cont'd)

RCS BUPERS 1610

1. Name (Last, First MI Suffix) <b>VILLEGAS, JOHN B</b>		2. Rate <b>HN</b>		3. Desig		4. SSN <b>[REDACTED]</b>	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. TEAMWORK: Contributions to team building and team results.  NOB <input checked="" type="checkbox"/>	-Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well.		-Reinforces others' efforts, meets commitments to team. -Understands goals, employs good teamwork techniques. -Accepts and offers team direction.		-Team builder, inspires cooperation and progress. -Focuses goals and techniques for teams. -The best at accepting and offering team direction.		
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.  NOB <input checked="" type="checkbox"/>	-Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices.		-Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Sets/achieves useful, realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment.		-Inspiring motivator and trainer, subordinates reach highest level of growth and development. -Superb organizer, great foresight, develops process improvements and efficiencies. -Leadership achievements dramatically further command mission and vision. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, maintains top safety record. -Constantly improves the personal and professional lives of others.		
40. Individual Trait Avg. total of trait scores divided by number of graded traits.  <b>1.00</b>		41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific)  <b>NONE</b>		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0.   <b>BALLARD, D-W, HMC (SS/SW/AW)</b> Date: <b>13SEP2012</b>			

43. COMMENTS ON PERFORMANCE: \* All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.

This evaluation submitted due to the member's removal of recommendation for advancement.

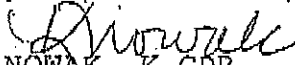

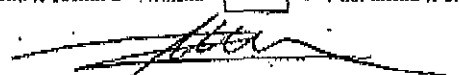
BLK35: Member rated a 1.0 mark due to "Actions counter to Navy's retention/ reenlistment goals".

BLK36: Member rated a 1.0 mark due to "Poor self control; conduct resulting in disciplinary action."

Recommendation for advancement withdrawn this date due to pending Federal criminal charges in the United States District Court of New Hampshire.

Member has read the above and understands that recommendation for advancement to HM3 has been withdrawn. Furthermore he has been informed of his rights to redress as provided under UCMJ, article 138. He understands the withdrawal of his advancement recommendation is a permanent action for this advancement cycle, with no administrative recourse.

44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/>
45. INDIVIDUAL		X					48. Reporting Senior Address NAVELTHCLINIC NEW ENGLAND 43 SMITH ROAD NEWPORT RI 02841-1002
46. SUMMARY	<input checked="" type="checkbox"/>	1	0	0	0	0	
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0.  <b>NOWAK, K CDR</b> Date: <b>13SEP12</b>							50. Signature of Reporting Senior  Summary Group Average: <b>1.00</b> Date: <b>9/14/12</b>
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/>  Date: <b>13SEP12</b>							52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report  Date:

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